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Special LITAB-CITC
conference edition —
see page 8 article

Published for the CITC-employment training community

Mohawk College hosts two seminars to help clarify CITC role and function

The role, function and organization of Ontario's Community Industrial Training Committees came under careful study this summer at two meetings conducted by Mohawk College in Hamilton.

George Lueddeke and Keith Nixon of Mohawk College led meetings in May and August, bringing together about 20 CITC representatives in DACUM-style analysis sessions.

The meetings, May 7-8 and August 22-23, were important steps in the clarification

of the role, mission and responsibilities of CITCs. While CITC representatives were the major participants, there were presenters and observers from the Ministry of Skills Development, the Canada Employment and Immigration Commission, the Ontario Manpower Commission and Mohawk College.

The May meeting, facilitated by Mr. Lueddeke with the assistance of Mr. Nixon, featured a brainstorming session which led to an organizational analysis of the CITC

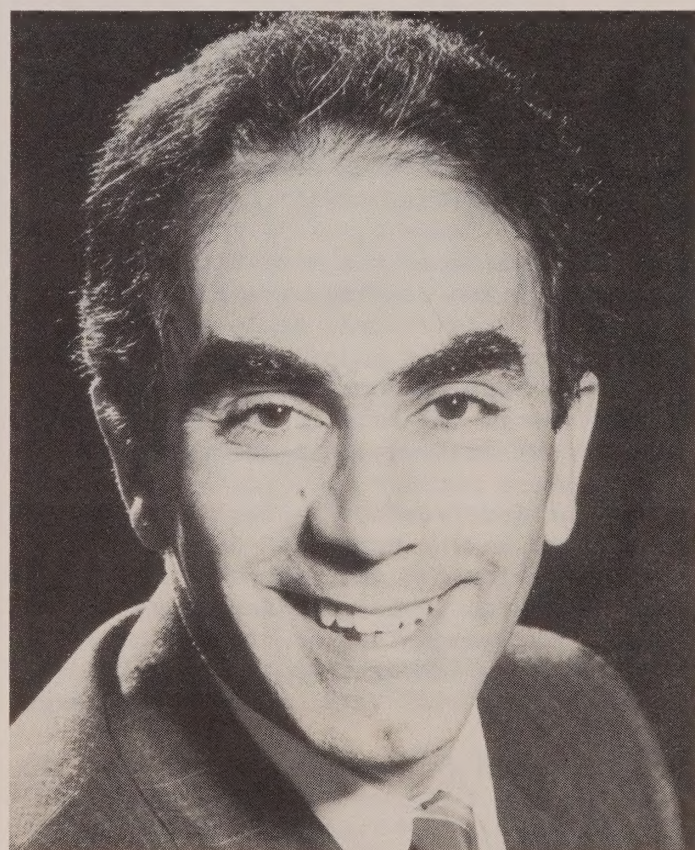
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Meet the new Minister of Skills Development, the Parliamentary Assistant and the Deputy Minister

■ The Hon. Gregory Sorbara holds the dual portfolio of Minister of Skills Development and Minister of Colleges and Universities. See page three for biographical information and statements from the Minister.

■ Joseph Cordiano, MPP for Downsview, is Parliamentary Assistant to the Minister of Skills Development and the Minister of Colleges and Universities. See biographical note on page four.

■ D. Blair Tully continues as Deputy Minister of Skills Development. Mr. Tully's comments are reported on page five, along with some biographical details.



The Hon. Gregory Sorbara
Minister of Skills Development
Minister of Colleges and Universities



Attending the DACUM seminar in May: (left to right) George Lueddeke, Keith Nixon, both of Mohawk College; Elizabeth Grew, CEIC; Jim Foy, North York; Jack Davies, Northumberland; John Schaeffer, Hamilton; Dick Ranney, MSD; Charles Paterson, Kingston; Frank Dorazio, Niagara; John Wilson, Brantford; Jim Gard, Oshawa; Gord McRae, MSD; and Tom Douglas, Kitchener-Waterloo.

Mohawk College CITC seminars

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role. The August meeting was a validation seminar to further refine a chart outlining the function of CITCs, and to analyse the provision of administrative support to CITCs.

Mr. Lueddeke said the most significant outcome of the meetings was the production of the CITC functional analysis chart which depicts six major operational roles of CITCs, with a corresponding listing of tasks deemed essential for a CITC to operate effectively in a community.

The functional analysis chart is to be presented to the October 2-3 meeting of CITC chairpersons in London. It will be available for review and endorsement by the CITC representatives at the London conference which is being sponsored by the London Industrial Training Advisory Board.

Mr. Lueddeke said the chart could be useful in many ways to CITCs: as an organizational development guide, as a committee's method for self-analysis, as a means for providing a consistent framework for all CITCs, and as a professional development tool for CITC members.

CITC representatives at the May meeting were: Jim Gard, Oshawa; Jim Foy, North York; Charlie Paterson, Kingston; Tom Douglas, Kitchener-Waterloo; John Moland Sudbury; John Wilson, Brantford; Jack Davies, Northumberland; John Schaeffer, Hamilton; and Frank Dorazio, Niagara.

CITC representatives at the August meeting were: Bruno Conzelman, North York; Mike O'Reilly and Harry Teckert, both of the Toronto CITC; Ken Cadotte, Wallaceburg; Gerry Kniehl, Sudbury; Geoffrey Boole, Ottawa-Carleton; Tom Douglas, Niagara; Harold Becker, Hamilton; Charles Paterson, Kingston; Jack Davies, Northumberland; and Merv Farrow, Kenora.

The Ministry of Skills Development was represented by Don Ahrens, Gord McRae and Dick Ranney. Elizabeth Grew spoke in May on behalf of the Canada Employment and Immigration Commission.

Participants expressed keen appreciation of the skill and efficiency of the Mohawk College personnel who facilitated the sessions. There was also much enthusiasm for the DACUM brainstorming method. (The acronym DACUM originated in New Jersey among educators involved in designing a curriculum.)

The Hon. Gregory Sorbara appointed Minister of Skills Development and Minister of Colleges & Universities

Biographical details

Before his election as the Member of Provincial Parliament for York North on May 2, 1985, Mr. Sorbara was a solicitor with the Toronto firm of Tanzola and Sorbara, specializing in corporate and commercial law. At the same time, he was associated with a number of business enterprises known as The Sorbara Group.

Mr. Sorbara spent his early years in North Toronto and attended St. Michael's College School and the University of Toronto. He was a volunteer in the Company of Young Canadians from 1968 to 1970, after which he and his wife, Kate, settled on a small farm in Southeastern British Columbia. In 1976, he returned to Ontario to study Canadian History and Politics at York University's Glendon College, and later obtained an LL.B. from Osgoode Hall Law School.

Mr. Sorbara, 39, and his wife have six children, ages six to 14. The family lives on a small farm in Maple. He was, until his election to the Legislature, president of the Maple Ratepayers' Association.

Statement to Legislature

Our society must do more to equip people for the world of work, says the Hon. Gregory Sorbara, Minister of Skills Development and Minister of Colleges and Universities.

"Our young people need marketable skills in order to participate fully in contemporary society, to gain the individual self-reliance which leads to economic and social equality," the Minister said.

Mr. Sorbara emphasized that training is an economic imperative for Ontario, not an optional extra, not a "soft" service which can be trimmed during "hard" times.

"Training is an essential part of our economic infrastructure-- as necessary as highways, power grids and telecommunications. Without the right skills in the right place at the right time, economic growth will not happen."

On June 26, 1985, Mr. Sorbara took on the dual portfolio of Skills Development and Colleges and Universities in the Cabinet of Premier David Peterson. Mr. Sorbara is also the Ontario Minister responsible for International Youth Year, 1985.

Two Deputy Ministers report to Mr. Sorbara: Allan K. Adlington, Deputy Minister of Colleges and Universities, formerly vice-president of administration, University of Western Ontario, appointed on Sept. 9, 1985; D. Blair Tully, meanwhile, continues as Deputy Minister of Skills Development.

The Minister's first statement to the Ontario Legislature on July 9, 1985, was an urgent appeal for renewal and reinforcement of the federal-provincial partnership which has prevailed in skills training for nearly two decades.

"Our industries today are locked in a competitive struggle with industries in Japan, the United States and the rest of the world. This is not the time to undercut the federal commitment to building the skilled workforce needed to fashion world-class products in Canada."

He expressed concern that recent changes in federal training policy could undermine the working relationship developed between the two levels of government over the past two decades, a relationship which has exemplified co-operative federalism at its best.

"As the First Ministers affirmed in February in Regina, training and upgrading represent a crucial investment in a strong, adaptable and vibrant economy," the Minister said. "Others have criticized the new federal thrusts as an intrusion into provincial jurisdiction. But Ontario is less concerned with abstract constitutional issues than with the practicalities of effective program delivery."

"We are worried about such questions as: Will young people have access to the training they deserve? Will employers increase their commitment to training and develop the skilled workforce they need? Will the training be of the best quality? And will the money be available on time?"

"Ontario regrets both the unilateral cancellation by the federal government of the Critical Trade Skills Training and the General Industrial Training programs, and their cancellation before effective new initiatives are in place to support training in both small and medium sized industries....

"The federal government advocates greater privatization of training--placing more reliance on business, both small and large, to undertake skills development. But it is surely a dangerous contradiction to give the private sector more responsibility with fewer resources and weaker incentives.

"Ontario agrees that stronger employer involvement in training is overdue. But we must ensure that public funds not only encourage employers to meet their own training needs, but provide for quality training that enhances the mobility of the individual worker.

"Ontario is eager to negotiate such operational questions with the federal government in a constructive spirit.... We intend to continue to work constructively for revisions to the Canadian Jobs Strategy necessary for a strong up-to-date federal commitment to industrial training. I look forward to a renewal of the spirit of co-operative federalism which has shaped our industrial training system for a generation and which must be even more effective for our future prosperity."

Shortly after taking office, Mr. Sorbara called on officials of his two ministries to proceed vigorously with the task of reducing the confusion and overlap in work experience and training programs in Ontario.

"We are bringing together under one roof the programs previously run by a dozen ministries. We are working to make the programs more understandable and accessible to both workers and employers."

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Meet Joseph Cordiano Parliamentary Assistant to the Minister of Skills Development and Colleges & Universities

Joseph Cordiano, Member of Provincial Parliament for Downsview, is the Parliamentary Assistant to the Minister of Skills Development and the Minister of Colleges and Universities.

Before his election in May, Mr. Cordiano was owner and general manager of Cash Rolls of Canada, a Downsview-based company which manufactures and distributes currency handling products throughout Canada.

Mr. Cordiano spent his early years in Toronto and attended Central Technical School and the University of Toronto. In his last year of university, he was owner-manager of Iancor Distributing, an in-home women's clothing sales company.

He pursued graduate studies at the University of Toledo where he obtained a Master of Business Administration degree, specializing in marketing. He received the business schools' Outstanding Academic Achievement Award and was on the Dean's List for distinction.

Mr. Cordiano's office is located on the 13th Floor, 101 Bloor Street West.

For more copies of Skills,
telephone (416) 965-6407,
or write to The Editor

Skills, in its sixth year of publication, serves as a communications link among CITCs and the skills training community across the province. Contributions concerning the activities of your CITC or any other facet of skills training are invited. If you have a topic suggestion that you would like to discuss, call Editor Elmo Ciprietti at (416) 965-1230. Written comments may be sent to:

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Meet D. Blair Tully

Deputy Minister of Skills Development

The Ministry of Skills Development is consolidating all non-institutional skills development, vocational training, human resource planning and forecasting under one roof, says D. Blair Tully, Deputy Minister.

The consolidation will allow the new Ministry to create a continuum of training, counselling, work experience and retraining, all leading to long-term employment.

Speaking at Georgian College, Barrie, to a conference on employer-based training, Mr. Tully said the new Ministry will focus on eliminating the confusion resulting from overlapping programs and jurisdictions in training.

"I know the proliferation of programs also concerns you as much as it does me," Mr. Tully told the audience which included representatives from all 22 Ontario colleges of applied arts and technology.

Accordingly, he said the new Ministry will review and assess all programs for the following purposes.

- *To consolidate all programs, to focus on the commonalities rather than the minor differences and to bring them in line with labour market demands;

- *To simplify access and understanding for the public, potential trainees as well as employers;

- *To co-ordinate provincial efforts with the federal government and to avoid duplication and overlap;

- *To ease the administrative burden and facilitate delivery by utilizing the best of existing services, especially those offered by the colleges;

- *To gain the active commitment of unions and the private sector to ongoing training activity;

- *To increase substantially the level of employer-based training, including an institutional component using the apprenticeship program, as one model, in order to upgrade the skills of existing workers and to keep them competitive.

"What the creation of the new Ministry

signals is that the employer-based training option is recognized as a viable route to work for people of all ages," Mr. Tully said. "The creation of the Ministry will provide continuity and permanence to these programs. What it means for educators and trainers is stability. It means ongoing and co-ordinated delivery of programs and of funding mechanisms."

The formation of the Ministry of Skills Development represents a major evolution in the development of the "third option" in Ontario's education system. (The first option refers to the university system, the second to graduates of colleges of applied arts and technology, and the third option refers to skills development in its many forms.)

"It is an option for those wishing to gain skills on-the-job and to get credit for work experience; an option for those wishing to supplement their on-the job training with intensive in-school periods, and for those seeking short-term institutional training aimed at immediate employment or re-employment. It is an option we have called skills development."

Mr. Tully said that in years to come this third option will attain an importance equal to traditional routes to the workplace through full-time attendance at post-secondary institutions.

"The government commitment to employer-based training and retraining programs has risen dramatically in recent years. In the past three years alone, the increase has been more than 300 per cent--from \$12 million in 1981-82 to \$50 million in 1984-85."

Mr. Tully said the colleges will benefit from the new Ministry, "since the colleges will be a primary delivery agent for the increased training activity the Ministry will generate."

Biographical details:

Born in Vancouver, British Columbia in 1945, Mr. Tully graduated with a Masters Degree in Economics from the University of British Columbia in 1970.

Prior to joining the Ontario Government, Mr. Tully was with the Investment

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Lakehead area training professionals meet to study labour market

Confederation College in Thunder Bay was the setting for an innovative, community-wide conference in June to examine labour market and training requirements for Northwestern Ontario.

The federal-provincial meeting was co-chaired by James Allen, a program manager with the Ministry of Skills Development, and Guy Charron, Canada Employment and Immigration Commission. Participants represented the Community Industrial Training Committees in the region, CEIC and MSD local offices, the college, the Thunder Bay Francophone Association and other community-based training organizations.

About 50 professionals contributed their expertise to discussions on federal, provincial and local labour market information as part of the Ontario training planning process for the 1986-87 fiscal year.

Mel Souci, regional economist for the CEIC in Sudbury, delivered the keynote

presentation and outlined the federal perspective on labour market requirements in respect to expected performances of local economies, especially those related to resource-based industries.

Noting decreased demand for newsprint and an over-supply of lumber, Mr. Souci said indications are that unemployment will remain at high levels across the region, and "additional new job opportunities will remain meagre." With such conditions, the challenge of appropriate training programs becomes increasingly urgent.

Mr. Allen welcomed the candour of presentations and said that the meeting offered an opportunity for participants to contribute to future training directions. Perhaps the most important outcome of the meeting, he said, could be the establishment in the region of a network for on-going information exchange and data improvement on skills development and training. The meeting gave community spokespersons the opportunity to increase their understanding of labour market requirements regionally and provincially.

In his remarks, Mr. Allen noted that some of the labour market data collected by different agencies were at variance; by this meeting of interested professionals concerned with the region's labour market, a forum was provided for the consideration of data provided by the CEIC, the college and other contributors. At the conclusion of the meeting, several participants acknowledged progress in the reconciliation of information and proposed similar meetings be held in the future.

Presentations on specific training directions were made by CITC representatives including Merv Farrow, Kenora; Jim Edwards, Patricia Bain, Jeff Thingstad, all of Thunder Bay; Frank Myers, Fort Frances; and Bob Michels, Quetico Centre. Jeannine Rioux spoke on behalf of the Thunder Bay Francophone Association.

Mr. Charron said the federal government is committed to a review of human resources development policies. There has been consultation in this regard; the conclusion is that a "new approach is needed for effective federal support of training and job creation."

Concluding the session, Mr. Charron asked participants how they viewed the meeting. Favourable responses were received. He expressed appreciation to Confederation College on behalf of the Ministry and the CEIC for hosting the meeting.



Merv Farrow (left), chairman of the Kenora Area Committee for Skills Development, delivered a presentation to the Thunder Bay labour market analysis meeting in June.

Premier Peterson urges increased federal financing for skills training

The federal government should sustain and enhance its financial support for skills training, Premier David Peterson told the economic meeting of First Ministers in St. John's, Nfld., in August.

That recommendation was one of five presented by the Ontario Premier to the meeting of the provincial premiers and the federal prime minister.

Premier Peterson called for governments to take the lead in developing superior training, retraining and mobility goals. He also recommended that the private sector should play a greater role in training and in setting priorities in our institutions.

"However, if the private sector is to deliver public goods, it must be provided with enough public support, particularly in such qualitative areas as long-term sophisticated training and more equitable access for the hard to employ and the disadvantaged," Mr. Peterson said.

"The Canadian Jobs Strategy should not be recast in favour of industrial training at the expense of job creation and access programs," the Premier recommended.

"Rather training, as a partner in economic development, should be a significant and distinct priority."

Mr. Peterson's final recommendation emphasized the need for stability in relations between governments and training institutions such as colleges of applied arts and technology:

"The quality of institutional training, along with basic education, is central to a successful and comprehensive training strategy. Changes may be necessary to enhance the responsiveness of institutions to forces in the marketplace. However, before any changes are made to the present system, senior governments should review together vocational and institutional training in Canada to ensure that there is necessary stability, along with appropriate change."

In a 17-page statement, Training as a Strategic Investment for Economic Growth, Mr. Peterson expressed concern over apparent cutbacks in federal programs which will see total spending on job creation and training reduced from \$2.2

billion last year to \$2.1 billion this year and \$1.9 billion next year.

Copies of the statement, originally distributed at the First Ministers' Conference, were to be made available to participants at the CITC conference in London.

The Premier affirmed his commitment to co-operative federalism which, if managed more practically, "can resolve Canada's current embarrassment in the field of skills training."

The Premier cited the findings of international agencies which give Canada "barely a passing grade" in vocational training. The European Management Forum reports that while Canada ranks second among industrialized countries in per capita public spending on education, Canada ranks 10th in the adequacy of vocational training with a score of 55.81 per cent.

The Forum report pointed out that "as Canada faces increasing competition from low-wage countries with rapidly growing populations, it is the level of education, technical training, skills, motivation and mobility which is becoming more important."

Mr. Peterson said skills training will be a central element in Canada's attempts to overcome the difficulties identified.

"Only through a vigorous commitment to competitive productivity growth will our place as a trading nation win for all Canadians equitable income and employment gains. A comprehensive productivity strategy requires a far more vigorous and explicit commitment to the quality of our human resources as a major determinant of future competitive economic growth.

"The quality of a labour force overwhelmingly determines the competitiveness of an economy. Economic trends, which show labour becoming an increasingly costly resource, coupled with demographic trends, pose immense challenges to creating and maintaining a superior labour force in Canada. We will be relying to an unprecedented extent on adult workers to adapt and retrain themselves."

The Premier outlined strategic principles

for skills training and highlighted four basic objectives to provide cohesion for Canada's future investment in skills training:

*We must design and support a comprehensive, world class training system that matches our competitors, both in terms of quality and participation.

*We must make training an unequivocal and integral partner of our industrial development objectives.

*We must ensure fair and equal access to quality training for individuals and businesses across our regions.

*We must undertake this important work with a more practical management of co-operative federalism.

Deputy Minister D. Blair Tully ... continued

Department of Manufacturers Life Insurance Company and the Economic and Market Research Department of Traders Group Limited.

In 1974 he joined the Ministry of Treasury, Economics and Intergovernmental Affairs as an Economic Policy Advisor. He was appointed Director of the Economic Policy Branch in that Ministry in 1976.

Mr. Tully was appointed Executive Director and Chief Executive Officer of the Ontario Development Corporation, Northern Ontario Development Corporation and Eastern Ontario Development Corporation in 1979.

In December 1980, he was appointed Assistant Deputy Minister - Industry in the Ministry of Industry and Tourism, and Acting Deputy Minister of Industry and Tourism in June of 1981.

In September 1981, Mr. Tully was appointed Secretary to the Board of Industrial Leadership and Development (BILD).

He was appointed Deputy Minister of the new Ministry of Skills Development in March 1985, and has been responsible for consolidating the government's programs of support for employer-based training and experience, including special initiatives aimed at improving job access for young people, women, older workers and other employment disadvantaged persons.

LITAB receives keen response for provincial conference

The London Industrial Training Advisory Board is pleased that both the federal and provincial government ministers responsible for training will speak to LITAB's CITC conference October 2 and 3 at the London Holiday Inn.

Linda Peters, executive assistant of LITAB, said a full turnout of interested persons is expected at the conference, with registration reaching almost 220.

Jack Wagter, chairman of LITAB's conference committee, said that keen interest has been expressed by prospective participants because the future of skills training has reached a critical stage. "Recent changes at the federal and provincial levels have created a sense of urgency and concern that has to be resolved."

The Hon. Gregory Sorbara, Ontario's Minister of Skills Development, is scheduled as the luncheon speaker on Oct. 2, while the Hon. Flora MacDonald, the Federal Minister of Employment and Immigration is set to speak after lunch on Oct. 3.

Other speakers on Oct. 2 include Gordon Hume, vice-president and general manager of CKSL Radio in London; Dr. John Walsh, assistant professor of business, Wilfrid Laurier University; Dr. Madeline Hardy, director of education, London Board of Education; and Rev. Dr. R.M. Boyd, Metropolitan United Church, London. On Oct. 3, the featured speaker at the morning session will be Dick Hill, divisional superintendent of operations, Stelco Lake Erie Works.

LITAB intends to prepare an official summary of the conference and to distribute copies to all participants later this fall.

Editor's Note: It is regrettable that some conference delegates had difficulty with the LITAB telephone number given in the last edition of Skills. Although that number was correct at the time for LITAB at its previous address, a move during the summer resulted in a telephone number change for the LITAB office. The new telephone number is (519) 672-6361.